Defense Acquisition University

Presented by: *Diane Whitmore*

Professor of Program & Financial Management

Diane Whitmore

Disclaimer:
Views of the Presenter, not DAU!

- **Over 30 Years in Acquisition Program and Financial Mgt**
- **ACAT ID Program Experience includes: Anti-Satellite Joint Program; Aircraft Survivability Equipment; BEAMDirect Energy System; AEC Antiga; and Business Defense**
- **BEAM Weapons System; AEC Antiga; and Business Defense Staff**
- **Master's Degree – Accounting**
- **SSCF Graduate**
- **DAWIA Certified – 6 career fields**
- **Served CDR Mark to Government Service and CPA'ed for Price Waterhouse, KPMG, and TRW**

AGENDA

- Career Planning Overview
- DAWIA Certification
- DAU Training and Schedules
- Continuous Learning Points
- Career Planning Framework
- Senior Service College Fellowship
- Summary

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-- CAREER PLANNING --

- What are your goals?
- What should go on your IDP?
- How do you get certified in a Career Field?
- What training does my Service require?
- Why join Professional Organizations?
- Should I seek out a Mentor?
- What is the Senior Service College?

Career Planning Framework

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DEFENSE ACQUISITION WORKFORCE IMPROVEMENT ACT (DAWIA) CERTIFICATION

CERTIFICATION PROCESS

- 1991 Defense Acquisition Workforce Improvement Act (DAWIA) requires professional certification training for the acquisition workforce.

- Services "Certify" the workforce (not DAU)

- Certification has 3 Components:
  - ✓ **Education – Some careers require College training**
  - ✓ **Experience – Specified # of years in Career Field**
  - ✓ **Training – DAU Classes, or equivalency, or waiver**

12 CAREER FIELDS

- ✓ Auditing
- ✓ Business:
  - Cost Estimating
  - ✓ Financial Management
- ✓ Contracting
- Facilities Engineering
- Industrial/Contract Property
- Information Technology
- Life Cycle Logistics
- Production, Quality and Manufacturing
- ✓ Program Management
- Purchasing
- SPRDE (System Planning Research Development Engineering):
  - Program System Engineer
  - ✓ System Engineer
  - ✓ Science & Technology Management
- Test & Evaluation

Acquisition Jobs are "Coded" with a Letter

DAU Courses: Essential for DAWIA Certification

Go to the DAU iCatalog to find the most **current DAWIA certification standards** by career field/path and level (I, II, or III).

www.dau.mil, or http://icatalog.dau.mil/

Defense Statutory Acquisition Workforce

Career Field	Army	Navy	Air Force	4th Estate	Totals
Auditing	0	0	0	4,399	4,399
Business - Cost Estimating	245	559	445	75	1,324
Business - Financial Mgmt	1,659	1,938	1,879	620	6,096
Contracting	8,093	5,732	8,419	7,446	29,690
Engineering	8,899	20,172	8,675	1,979	39,725
Facilities Engineering	1,559	5,014	19	62	6,654
Industrial/Contract Property Mgmt	48	59	19	258	384
Information Technology	1,703	2,568	1,094	787	6,152
Life Cycle Logistics	7,361	5,883	2,945	2,717	18,906
Production, Quality and Manufacturing	1,404	2,655	327	5,209	9,595
Program Management	3,30	6,16	5,24	1,54	16,2

Life Cycle Logistics Level I

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Three Level Certification Framework

Acquisition & Functional Core DAWIA Certification Standards – applies to all career field members in this career field
-- Training
-- Education
-- Experience

Tailored Cross-Fun
"Core Plus" Traini
Education & Experience – based on the job or assignment

EXAMPLE

http://icatalog.dau.mil/onlinecatalog/CareerL_vl.aspx?lvl=3&cfld=7

Life Cycle Logistics (*Entry*) Level I

Type of Assignment	Representative Activities
Acquisition Logistics (e.g. Service acquisition organizations IPTs, Program Offices, Life Cycle Management Commands)	• Plans/develops effective and affordable weapons, materiel, or information systems support strategies. • Ensures product support strategies meet program goals for operational effectiveness and readiness. • Ensures supportability requirements consistent with cost, schedule, and performance are addressed. • Plans and develops performance based logistics (PBL) as preferred DoD product support approach. • Ensures integration of all support elements to maximize system deployability, supportability, and mobility.
Sustainment (e.g., Logistics/Materiel Commands/Centers, ICPs, depots, defense agencies)	• Implements effective and affordable weapons, materiel, or information systems support of fielded and/or out of production systems, including obsolescence, modernization/ modification, sustaining engineering, workload allocation, public-private partnerships, supply chain management (SCM), and/or system retirement. • Executes and manages system PBL support strategy, ensuring system performance requirements are met.

Core Certification Standards [1]	
Acquisition Training [2]	• ACQ 101: *Fundamentals of Systems Acquisition Management*
Functional Training [2]	• LOG 101: *Acquisition Logistics Fundamentals* • LOG 102: *Systems Sustainment Management Fundamentals* • CLL 008: *Designing for Supportability in DoD Systems* • CLL 011: *Performance Based Logistics (PBL)*
Education	• Formal education not required for certification
Experience	• 1 year of acquisition and/or sustainment experience in life cycle logistics

Core Plus Development Guide [2]	Type of Assignment	
Training [1]	Acquisition Logistics	Sustainment
BCF 101: *Fundamentals of Cost Analysis* CR	X	
BCF 102: *Earned Value Management*	X	
CON 110: *Mission Support Planning*	X	
CON 111: *Mission Planning Execution*	X	
SYS 101: *SPRDE Fundamentals*	X	
TST 101: *Introduction to Acq Workforce Test & Evaluation*	X	X
CLB 007: *Cost Analysis*	X	X
CLB 009: *Planning, Programming, Budgeting and Execution (PPBE)*	X	X
CLB 012: *Cost as an Independent Variable*	X	
CLC 013: *Performance Based Services Acquisition (PBSA)*	X	
CLC 019: *Leveraging DCMA for Program Success*	X	X
CLC 108: *Strategic Sourcing*		X
CLC 112: *Contractors Accompanying the Force*	X	X
CLE 003: *Technical Reviews*	X	
CLE 015: *Continuous Process Improvement (CPI) Familiarization*	X	X
CLE 301: *Reliability and Maintainability*	X	X
CLL 002: *Defense Logistics Agency (DLA) Support to the Program Manager*	X	X
CLL 006: *Depot Maintenance Partnering*	X	X
CLL 014: *Joint Systems Integrated Support Strategies*	X	X
CLL 017: *Defense Distribution*		X
CLM 032: *Evolutionary Acquisition*	X	X
CLM 021: *Introduction to Reducing Total Ownership Costs (R-TOC)*	X	X
CLM 013: *Work Breakdown Structure (WBS)*	X	
Education		
Baccalaureate Degree in a technical, scientific, or managerial field		
Experience		
2 years of life cycle logistics experience in support of acquisition or sustainment of DoD weapons/ materiel systems		

[1] These Standards list the training, education and experience required for certification at this level.
[2] A "CR" following a course title indicates the course is delivered as resident based instruction.
[3] When preparing your IDP, you and your supervisor should consider the training, education and experience listed in this Core Plus Developmental Guide if not already completed.

Example - Life Cycle Logistics

Level I Certification

- **ACQ 101** Fundamentals of Systems Acquisition Management — 25 hrs
- **SYS 101** Fundamentals of Systems Planning, Research, Development and Engineering — 35 hrs
- **LOG 101** Acquisition Logistics Fundamentals — 27 hrs
- **LOG 103** Reliability, Availability and Maintainability — 25 hrs
- **LOG 102** — 22 hrs
- [illegible]
- [illegible]

ONLINE

1 Year Experience

Level II Certification

- **ACQ 202** Intermediate Systems Acquisition — Part A
- **ACQ 203** Intermediate Systems Acquisition — Part B
- **LOG 200** — 25 hrs, online
- 4.5 days classroom
- Acquisition Logistics, Part A — 32 hrs, online
- Intermediate Acquisition Logistics, Part B — 19 hrs, online
- [illegible]
- **CLC 011** Contracting for the Rest of Us — 27 hrs, online
- **CLL 012** Supportability Analysis — 19 hrs, online

Choice of:
- EVM 101 Earned Value Mgt OR
- RQM 110 – Requirements Mgt OR
- CON 121/124/127 Contracting Planning, Execution and Mgt OR
- LOG 204 – Configuration Mgt OR
- LOG 215 Technical Data Mgt

2 Years Experience

Level III Certification

- **LOG 340** [illegible]
- **LOG 350** Enterprise Life Cycle Logistics
- [illegible]
- **CLL 015** Product Support Business Case Analysis
- **CLL 020** Independent Logistics Assessments

Choice of:
- LOG 211 – Supportability Analysis OR
- BCF 215 – O&S Cost Analysis OR
- ACQ 265 – Services Acquisition OR
- ACQ 315 – Understanding Industry

4 Years Experience

DUAL CAREER CERTIFICATION

- Meet education, experience, and training requirements of each career field
- Priority determines placement in classes – Dual Certification is usually Priority #2
- Use Developmental assignments to meet experience requirements

Training Priority Key

Training Priority	Definition
P1	Training required to achieve position certification requirements
P2	Requested for certification at a level higher than required by current position
P3	Cross certification in another career field other than their primary position requirement
P4	Training requested by non-DAW members
P9	Federal Civilian Agencies, Industry

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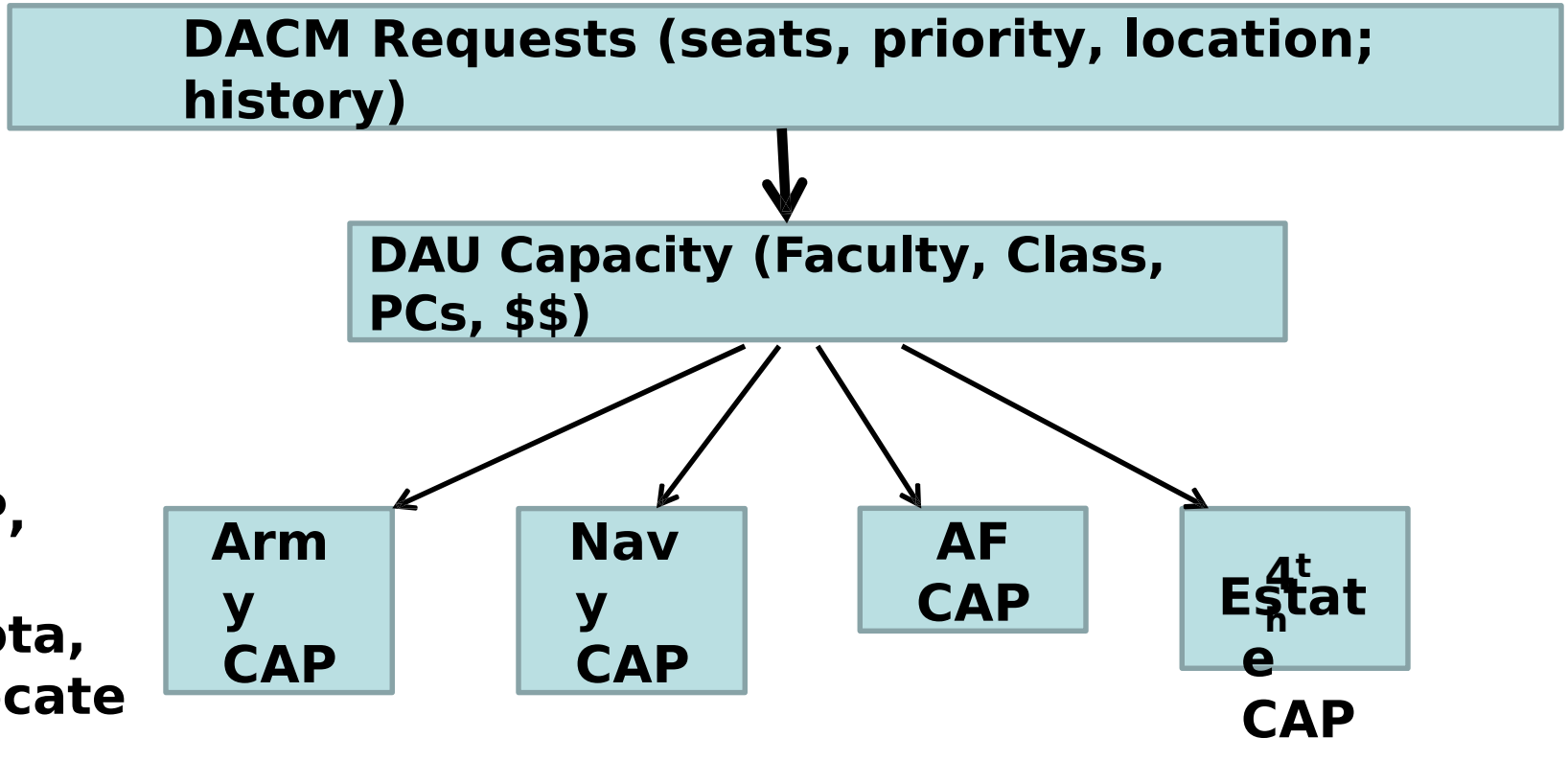
DAU TRAINING & SCHEDULES

SCHEDULE DEVELOPMENT

- Course Schedules are developed based on requests from the DACMs (Director, Acquisition Career Managers)
- December – April requests are negotiated and turned into detailed schedules based on:
  - Courses requested by Service / 4th Estate DACMs
  - Pipeline of classes (ACQ203; level 2 le level 3)
  - # of Students and Student's Priority
  - Location by City
  - Funding
  - Classroom and Faculty Availability

SCHEDULE DEVELOPMENT



- ✓ **Service Quota Managers assign seats/waitlists to students.**
  - ✓ **T-65 days, waitlist opens based on Priority & Date.**

WAIT LISTED STUDENTS
DAU DIRECTIVE 704

Wait List Students. If a student is on the wait list, they have been properly registered by their component/agency DACM and will be seated in the following priority order:

- **1st - Priority 1 students on the wait list**
- **2nd - Priority 1 students not on the wait list (if meeting exception rule in para. 5.b. below)**
- **3rd - Priority 2 students on the wait list**
- **4th - Priority 3 students on the wait list**
- **5th - Priority 4 students on the wait list**

ADDING DAU CLASSES

Three ways to request DAU classes – all requests are sent to the
DACM Office for concurrence, and then sent to DAU for consideration:

1. Courses at DAU Campuses (e.g., HSV, Warner Robins, Eglin AFB in
South) are open registration to any DACM having CAP

2. Local Classes at non-DAU Sites (SOCOM, Fort Houston TX) – the requesting Office/Service controls the seat allocation

3. Reimbursable Courses on a Fee for Service (FFS) Basis – A customer may request and pay for a course, at either their location or a DAU campus, and they control seat allocation

- **However, if the course is already on any**

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Career Planning & Continuous Learning Points (CLPs)

ACQTAS-CL System

In 2002, the Under Secretary of Defense for Acquisition and Technology (USD(A&T), established new requirements for Defense Acquisition Workforce members to participate in Continuous Learning (CL) events.

Every Defense Acquisition Workforce member has a goal to earn 40 CL points each year and is required to earn 80 CL points every two years through a variety of events, including DAU training opportunities, local training events, conferences, rotational assignments, and other professional events. To find out more about CL, please visit the ACQTAS-CL Web site: https://www.atr

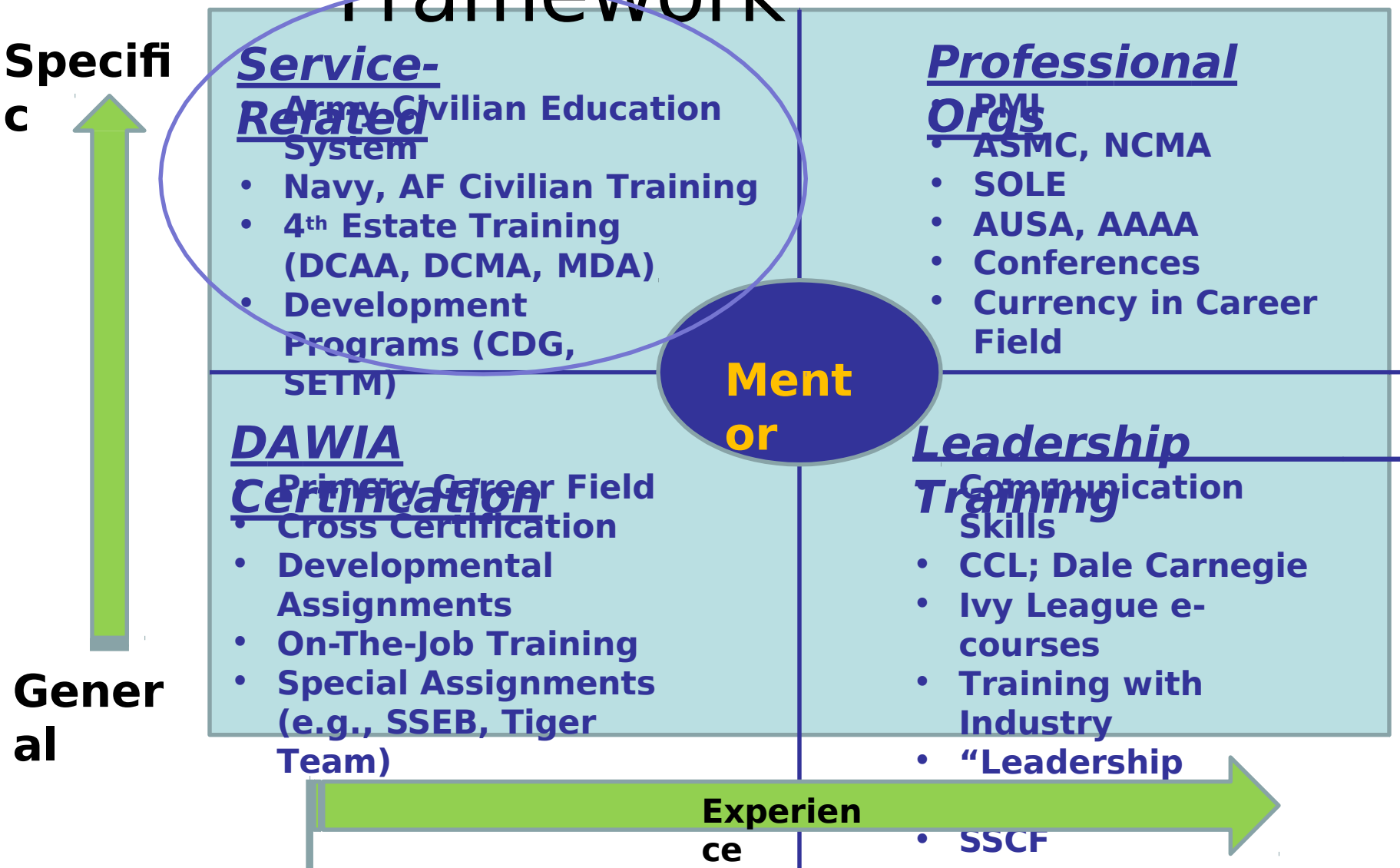
Develop your IDP to take advantage of this requirement!

CLP Opportunities

- DAU Resident and Online Classes
  - DAU Continuous Learning Modules
  - Harvard Business School (HBS) Classes
  - DAU i-Catalog: http://icatalog.dau.mil/
- Local Space, Missile, Aviation, Technology, Test Week conferences
- Professional Organizations
- Special Assignments; Tiger Teams
- Speaking Engagements
- Publications

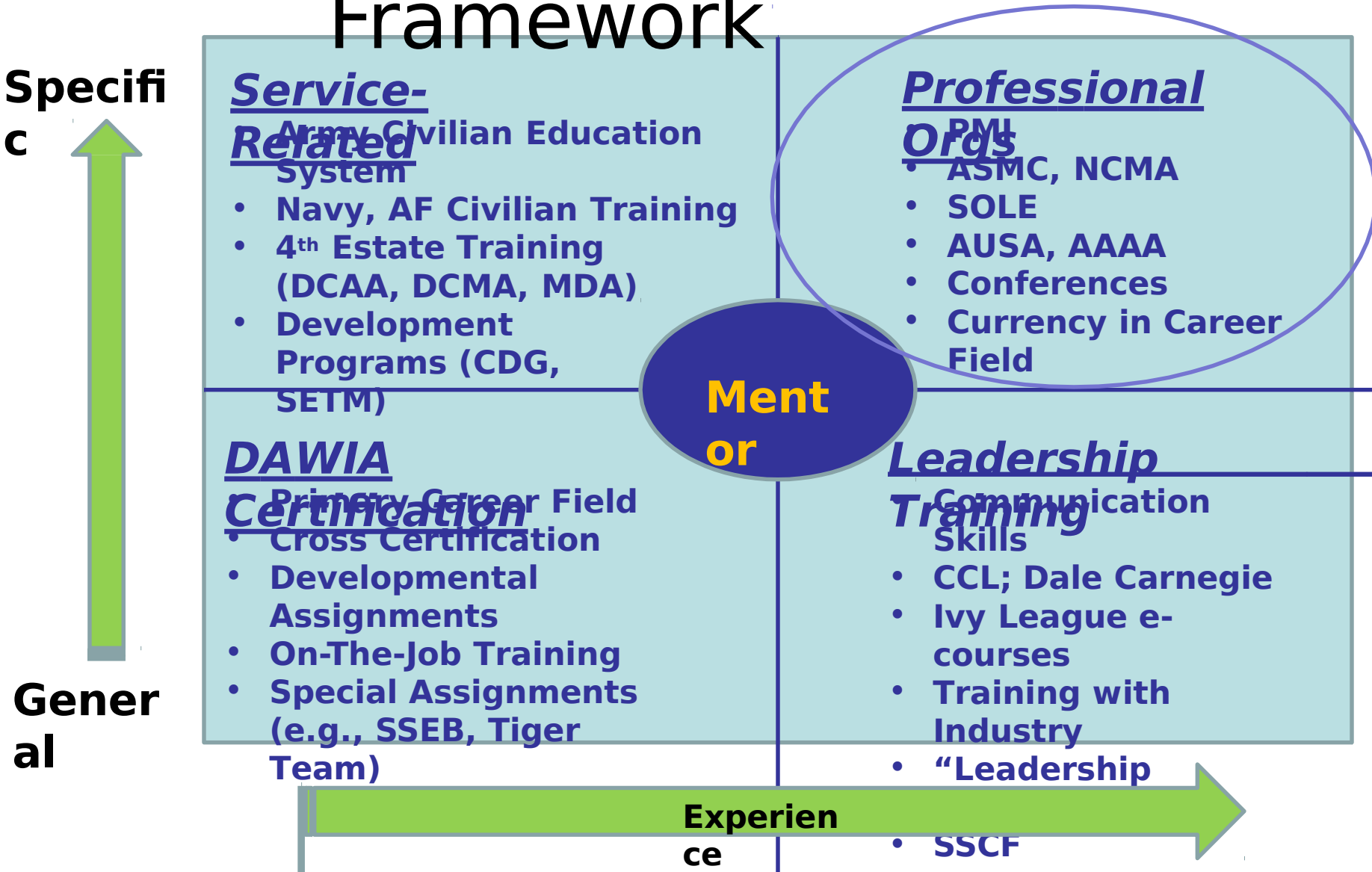
Be Creative!

Career Planning Framework



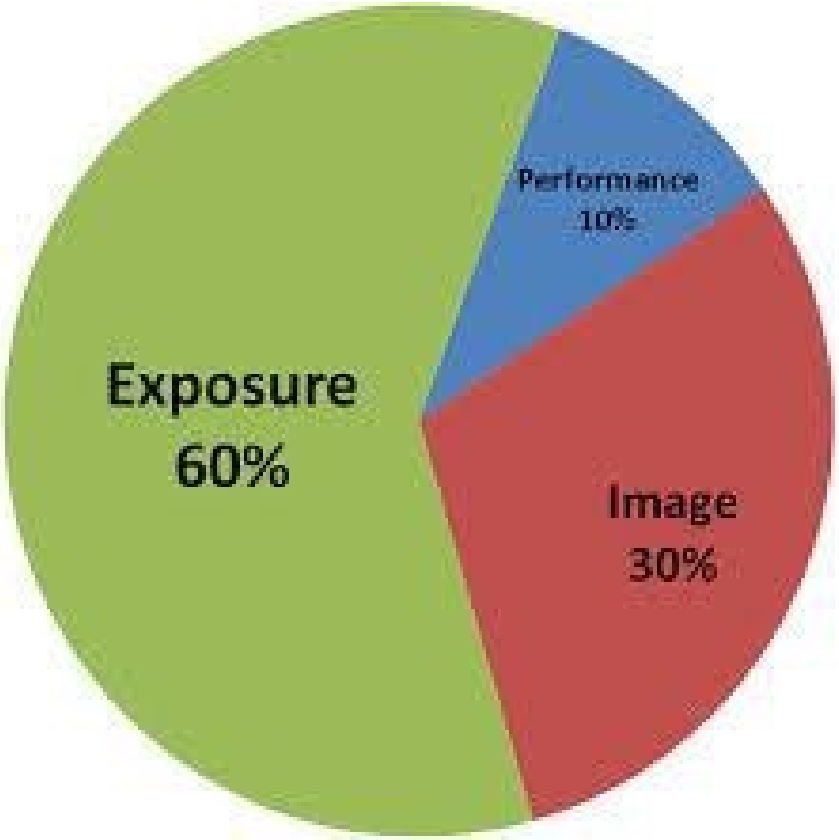
ARMY CES MODEL - SAMPLE

Career Planning Framework



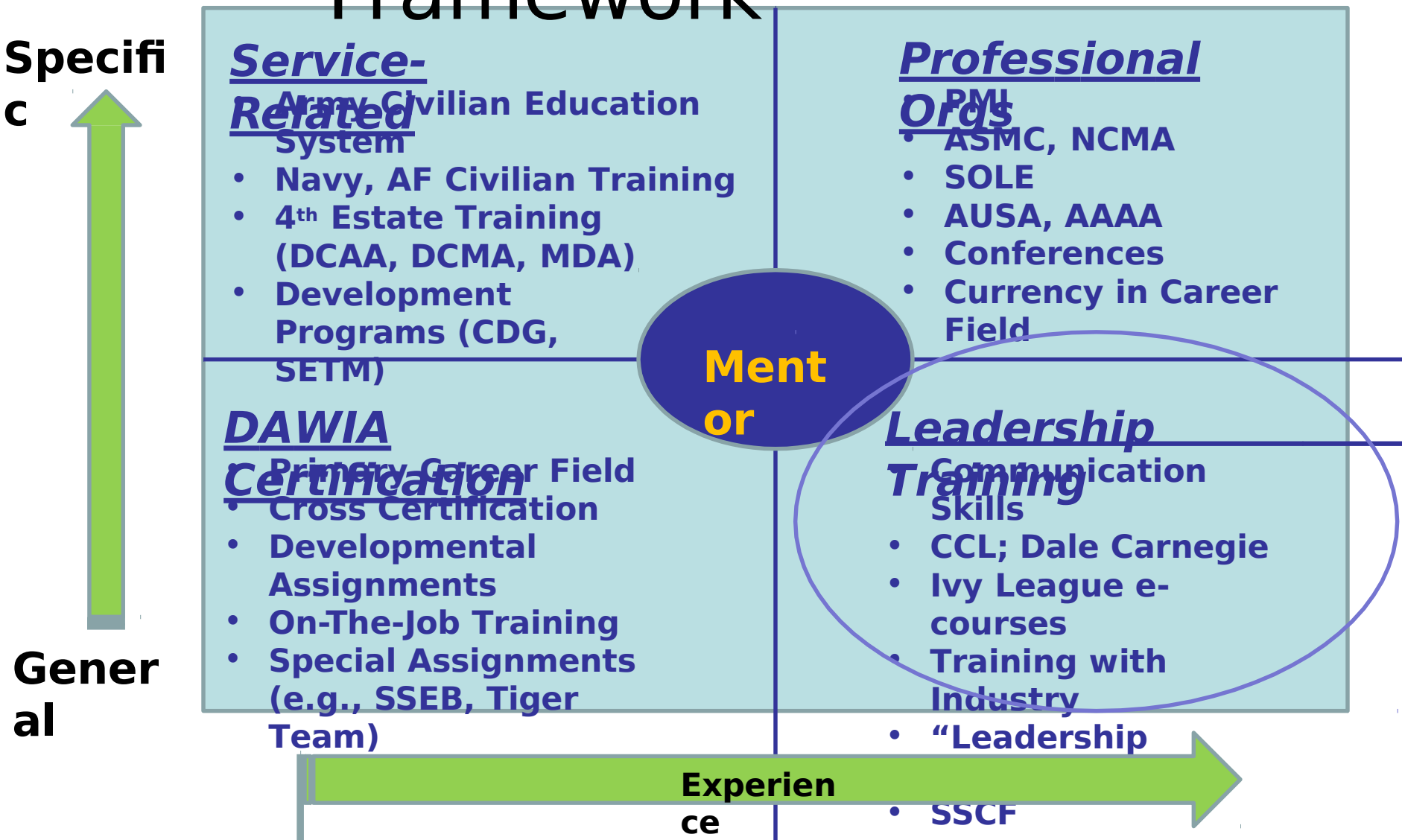
KEYS TO SUCCESS – P.I.E.

Networking in Professional Orgs Helps People be Successful by increasing "EXPOSURE"



Source:Harvey Coleman's "Empower Yourself"

Career Planning Framework



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Senior Service College Fellowship (SSCF)

10-Month Leadership Program

SSC FELLOWSHIP PROGRAMS

- **Highest Level of Civilian Training**
- **War Colleges (Army, Navy, AF)**
  - **War College Distance Education**
- **Eisenhower School for National Security and Resource Strategy (formerly ICAF)**
- **Brookings Institution Federal Executive Fellowship**
- **Harvard Center for International Affairs (CFIA) Fellowship**
- **Military**

SSC FELLOWSHIP ELIGIBILITY

- **Potential for Toughest Leadership Assignments**
- **GS 14-15, or equivalent**
- **Bachelor's Degree**
- **Secret Clearance**
- **Command Endorsement from GO/SES**

- **For DAU Army-sponsored SSCF only:**
  - **Acquisition Corps Member**
  - **DAWIA Level III in Current Position**
  - **Completion of Advanced CES Course "Highly Encouraged" (ref: *Class of 2017 Announcement*)**

http://asc.army.mil/web/career-development/programs/defense-acquisition-university-senior-service-college/

SENIOR SERVICE COLLEGE FELLOWSHIP (SSCF)

Vision

A Nationally Recognized Program to Develop Strong Effective Civilian Senior Leaders for the DoD Acquisition Community

DAU SSC Fellowship

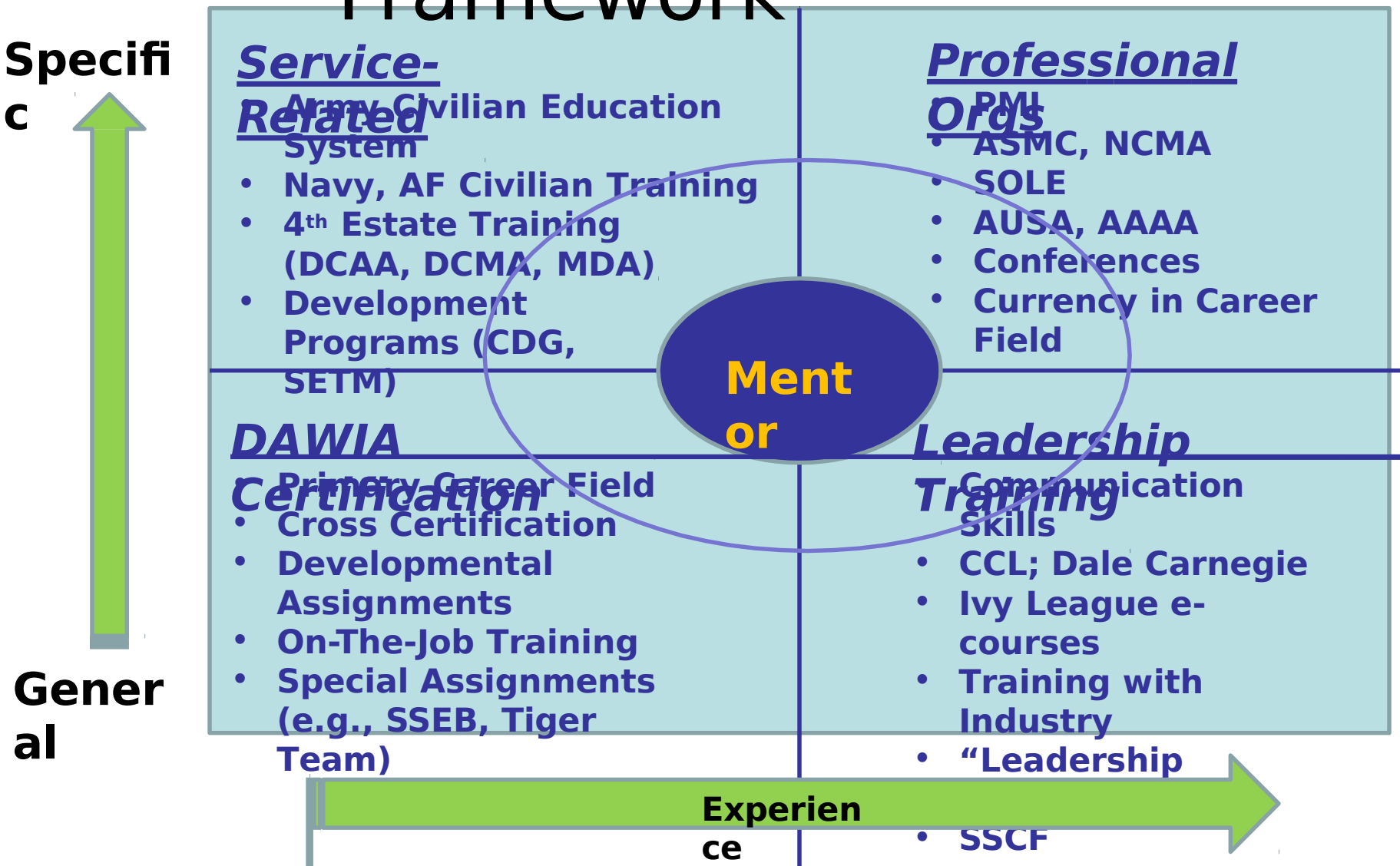
Core Program

- Leadership & Acquisition
  - DOD Civilian Leadership Competencies
  - Army "BE – KNOW –DO" Model
  - Diagnostics / IDP / Developmental exercises
  - Leadership-related Workshops and Seminars
- Webster University – Leadership-related Graduate Courses
- Mentoring - Senior Leaders
- Research Project
- National Security Module -- Army War College & Site Visits
- Site visits & discussions with senior leaders:
  - Capitol Hill / Industry / Gettysburg / COCOMs / other installations

SSCF is a 10-Month Leadership Experience

GO/SES)

Career Planning Framework



DAU: MENTORING DEFINITION

"<u>Mentoring</u> is a knowledge sharing process where the mentor serves as a role model, trusted counselor, or teacher who provides opportunities for professional development, growth and support to less experienced individuals in career planning or employment settings.

These individuals, or mentees, will receive information, encouragement and advice as they plan their career path and personal goals."

Source: DAU Directive #431, DAU Mentoring Program

SOURCES OF MENTOR SELECTION

- **Your Current Organization**
- **Your Target Organization (Academia, Industry, Gov't)**
- **Respected Leaders**
- **Prior Supervisors**
- **Military vs. Civilian**
- **Active vs. Retired Leaders**
- **Local vs. Non-Local**
- **Top 100 Protocol list – Local Commands**

-- Industry Leaders

-- Academic (Colleges)

-- Civic (Mayor, other)

-- Professional Organization Leaders (PMI, NDIA, NCMA)

1) Contact your Mentor directly, or
2) Ask someone to contact the person (e.g., your supervisor), to see if they are willing to be a mentor

FOR MORE INFORMATION

- Record CLPs: ACQTAS, https://www.atrrs.army.mil/channels/acqtas/

- **Army Civilian Education System (CES) Training**: http://cpol.army.mil/library/train/acteds/CP_20/CP20-AppG.pdf /

- **Navy Civilian Training**:

http://www.public.navy.mil/bupers-_npc/organization/bupers/Training/civiliantraining/Pages/default.aspx

- **Air Force Civilian Training**:
  - **CALT - Civilian Acculturation and Leadership Training**

Learning Assets at: www.dau.mil

DAU Training & CL Cou

http://icatalog.dau.mil/

Mission Ass

www.dau.mil/ma

Better Buying P

http://bbp.dau.mil/

Defense Acquisition

https://dap.dau.mil

Acquisition Community Connection

https://acc.dau.mil/

DAU Knowledge R

www.dau.mil/Library/

Summary

- **Career Planning is up to you!**
- **Set your personal goals:**
  - **Know what's required**
  - **Know what opportunities are available**
- **Plan your IDP to support your goals**
- **Consider the advice of a**

Get Started Today!